British Columbia

advisory

COUNCIL ON MULTICULTURALISM

Report and Recommendations

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advisory

COUNCIL ON MULTICULTURALISM

What is the B.C. Advisory Council on Multiculturalism?

The B.C. Advisory Council on Multiculturalism is comprised of people from across British Columbia who are dedicated to promoting multiculturalism. Council members are appointed by government for voluntary terms of about one year.

What does the Council do?

The *Multiculturalism Act* of British Columbia states that the role of the Council is to advise the Minister Responsible for Multiculturalism on issues related to anti-racism and multiculturalism.

The Council generally meets four times a year in locations across British Columbia, where it consults with communities on multiculturalism issues. Subcommittees of the Council may have additional meetings. Each year, the Council presents the minister with an annual report outlining its activities and recommendations.

What has the Council achieved?

The Council's past recommendations have resulted in achievements including:

- Facilitating creation of the Multiculturalism Act of British Columbia in 1993.
- Improving responses to hate crime, through the creation of the Hate Crime Team, a police group dedicated to investigating and prosecuting crimes of racism.
- A discussion paper, Multiculturalism: A New Form of Democracy? outlining the Council's view of multiculturalism.
- Public consultations on issues related to anti-racism, justice, education, public awareness, partnership, public policy and communications.

How do I contact the Council?

The Ministry of Multiculturalism and Immigration's Multiculturalism BC office acts as the secretariat for the council. Contact:

Multiculturalism BC
2nd Floor, 1125 Howe Street
Vancouver BC V6Z 2K8 CANADA
(604) 660-1188
fax (604) 660-1150
www.gov.bc.ca/mi/

How do I become a member of the Council?

If you are interested in volunteering as a member of the Council, send your cover letter and resume to:

Independent Agencies, Boards and Commissions
PO Box 9286, Stn Prov Govt
Victoria BC V8W 9J7

message

MESSAGE FROM THE CHAIR

This Annual Report of the Advisory Council on Multiculturalism covers the period March 1999 to March 2000.

Council began the year by again doing a needs analysis to discover priorities in the area of multiculturalism and anti-racism. We again named three committees to expedite these priorities. These committees were: Public Policy and Partnerships, chaired by Hernan Mendoza; Education, chaired by Chiara Anselmo; and Public Awareness, chaired by Sandy Dore. These committees developed significant recommendations which were accepted by the Council. Members demonstrated a high level of commitment to discussions and to the hard work of writing these recommendations. Much priority was given to achieving mutual respect, cultural understanding and equality of opportunity for all citizens in British Columbia.

The Chair participated with Multiculturalism BC staff in forums on social justice in Oliver, Nanaimo and Quesnel. He also attended a workshop for Chairs of Advisories, Boards and Commissions in Victoria; a consultation arranged by the Community Liaison Division of the Ministry; an interministerial conference in Victoria; as well as several useful discussions with the staff of Multiculturalism BC.

The Council found that multiculturalism is the celebration of cultures, the inclusion of all people in our communities, and a racism-free society that emphasizes conflict resolution. It is the care of people first and of inanimate things second. It is the right to belong, to achieve recognition and identity, and to live in a cultural democracy that is peaceful, prosperous and inclusive. It is about maintaining a stable population, establishing a growing tax base and increasing the skills and education of the work force. We want all British Columbians to join us in promoting a strong, exciting and inclusive province and a free, prosperous and harmonious Canada. Multiculturalism is not just for visible minorities or new immigrants. It is a way of life for everyone.

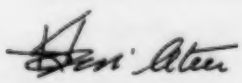
Multiculturalism today is about seeking respect, inclusion and cooperation in order to reach common goals. We have learned that in unity there is strength and mutually accepted values. Multiculturalism is about good business that has global implications. Understanding other cultures is a powerful approach to expanding trade within our own country and with other countries. Multiculturalism is about human rights, fairness and justice. There is a general desire for a gentle, cooperative and friendly society. Multiculturalism is about systemic

change in organizations and communities. Cultural diversity needs to exist at top leadership levels of organizations and to provide respected role models as key decision-makers.

Over the last few years, the Council has drafted several pivotal recommendations that have been accepted and transformed into actions that have benefited everyone in the province. These recommendations have varied from actions to be taken to ensure that all school districts have policies on multiculturalism and anti-racism, to recognition of ministries and Crown corporations who have demonstrated equal opportunity in the workplace, to programs and publications with respect to Hate Crimes, to the availability of grants for immigrant settlement and multiculturalism, to the myths and facts of multiculturalism and to working together to shape Canada.

In general, we are dealing in an open manner with anti-racism and anti-hate laws. Resources are being provided in these important areas and there is a growing sentiment against hate crimes. Recently we have heard from some sources that racism is on the increase. As our cultural diversity increases, people who previously lived and worked in monocultural settings are now realizing they will need to associate with people of several cultures. This is disconcerting for some people and we must help them adjust. In this adjustment will come an appreciation of the richness of cultures and the knowledge that together we can build a successful and cooperative province and country.

Respectfully submitted,



Ken McAteer, Chair

members

MEMBERS OF THE COUNCIL

Mohammed Alam, *Surrey*

Chiara Anselmo, *Kamloops*

Lachhmandass Bali, *Delta*

Barbara Binns, *Vancouver* **

David Dickson, *Williams Lake*

Sandy Dore, *Kelowna*

Thomas Ferguson, *Vancouver*

Nicole Hennessey, *Nanaimo*

Ambrose Hsiung, *Vancouver*

Winston Joseph, *Port Alberni*

Tatsuo Kage, *Vancouver*

Emma Maria Lagerstrom, *Mission*

Nina Law, *Victoria*

Jason Lee, *Vancouver*

Tamara Levental, *North Vancouver*

Leslie Louie, *Vancouver*

Annette Maurice, *Prince George*

Ken McAteer, *Burnaby* *

Hernan Mendoza , *New Westminster*

Rajinder Pandher , *Burnaby*

Jenny Petropoulos, *Victoria*

Farina Reinprecht, *Richmond*

Marisa Romilly, *North Vancouver*

Carolyn Shields, *Surrey*

Walter Siempelkamp, *White Rock*

J. Paul Stevenson , *Vancouver*

Lakhbir Singh Takhar, *Surrey*

Manel Weeratunge, *Quesnel*

Alex Wishlow, *Creston*

* *Chair*

** *Vice-Chair*

Public Policy and Partnerships Committee

1. Council/Government Related Consultation:
That the Advisory Council on Multiculturalism be included in partnership with Multiculturalism BC, the Communications Branch, Community Liaison Division and Immigration Policy, Planning and Research Division on events and activities. Further, that the members be included and notified in a timely manner of events and consultations occurring in their communities.

2. Senior Management Involvement in Organizational Change:
That Multiculturalism BC play a pivotal role within government and Crown corporations so that staff positions that advance multiculturalism be retained and further strengthened through direct reporting of progress at regular senior management meetings. Further, that these organizations be assisted with strategic planning, rewards and measures of success in their business plans as developed by senior management and promoted at all levels of the organization.

3. Employment Equity:
That employment equity be made an Act of the Legislature.

4. Inclusiveness:
That the Ministry of Multiculturalism and Immigration continue its efforts to develop partnerships that include the public and private sector as well as the aboriginal communities in order to create and sustain a common vision of inclusiveness.

5. Combating Isolation:
That the Ministry of Multiculturalism and Immigration continue to analyze which projects are beneficial to different regions and to utilize this analysis to create and promote partnerships and public awareness with emphasis on northern and isolated communities where there is a strong need for more Ministry visibility.

Education Committee

1. Multicultural Curriculum:
That we encourage the Ministry of Multiculturalism and Immigration and the Ministry of Education to hold regular meetings, with representation from the Advisory Council on Multiculturalism to discuss priorities with respect to multicultural curriculum in British Columbia schools

and to the use of Multiculturalism BC as a vehicle in promoting this curriculum.

2. Teacher Education:
That we encourage the Minister of Multiculturalism and Immigration to encourage the Minister of Education to mandate multicultural and anti-racism courses in Teacher Education Programs in colleges and universities.

3. Resources for Parents:
That we encourage the Minister of Multiculturalism and Immigration to encourage the Minister of Education to provide simplified resources for parents in the areas of multiculturalism and anti-racism.

4. Teaching Multiculturalism and Anti-Racism:
That the Minister of Multiculturalism and Immigration encourage the Minister of Education to increase funds and resources so that teachers at all levels of the education system (secondary, post-secondary and especially elementary) can teach multiculturalism and anti-racism in classrooms.

Public Awareness Committee

1. Promotion of Events:
That the Ministry of Multiculturalism and Immigration continue to ensure that major events, such as those recognizing Multiculturalism Week and the Day for the Elimination of Racism, be strategically promoted in centers across the province.

2. Community Input:
That we ask members of the Advisory Council on Multiculturalism to obtain input from communities so they can be better prepared to advise the Minister of Multiculturalism. This could be facilitated by the Ministry of Multiculturalism and Immigration providing the Advisory Council with individualized business cards.

3. Positive Publicity:
That we ask the Ministry of Multiculturalism and Immigration to publicize positive outcomes that result from advice given by the Advisory Council on Multiculturalism.

4. Economic Vitality:
That we encourage the Ministry of Multiculturalism and Immigration to encourage immigration and cultural diversity in order to achieve greater economic vitality.

5. Improvement of Conditions:
That we encourage the Ministry of Multiculturalism and Immigration to periodically publicize in effective local media, a request for public input regarding multiculturalism and racism in order to effect change and to improve general conditions for all citizens.

6. Systemic Racism:
That we encourage the Ministry of Multiculturalism and Immigration to continue and to expand the Ministry's leadership role in education and in awareness with respect to systemic racism within the public and private sector.

Recommendations

The committee has listed its five recommendations below in order of priority. For each recommendation, the committee has developed strategies and ideas for implementation. The committee also devised a framework to assist in the planning process to implement each recommendation. This framework can be used to map the objectives, distribution of tasks, accountability and timeframe for each issue below.

1. Council/Government Related Consultation:

That the Advisory Council on Multiculturalism be included in partnership with Multiculturalism BC, the Communications Branch, Community Liaison Division and Immigration Policy, Planning and Research Division on events and activities. Further, that the members be included and notified in a timely manner of events and consultations occurring in their communities.

Strategies:

- Increase written and verbal communication related to multiculturalism within Ministry and departments.
- Involve Advisory Council members in other branches' events/activities.

2. Senior Management Involvement in Organizational Change:

That Multiculturalism BC play a pivotal role within government and Crown corporations so that staff positions that advance multiculturalism be retained and further strengthened through direct reporting of progress at regular senior management meetings. Further, that these organizations be assisted with strategic planning, rewards and measures of success in their business plans as developed by senior management and promoted at all levels of the organization.

Strategies:

- Increase resources to retain and support positions that advance multiculturalism (diversity, employment equity or multiculturalism coordinators).
- Monitor ministries and Crown corporations related activities.

3. Employment Equity:

That employment equity be made an Act of the Legislature.

Strategies:

- Enact employment equity legislation.
- Provide support to ministries and Crown corporations to improve hiring practices and procedures.

4. Inclusiveness:

That the Ministry of Multiculturalism and Immigration continue its efforts to develop partnerships that include the public and private sector as well as the aboriginal communities in order to create and sustain a common vision of inclusiveness.

Strategies:

- Increase partnership with private and public sector to promote a vision of inclusiveness.
- Promote positive multicultural involvement.
- Increase efforts to include visible minorities and aboriginal representation in paid and volunteer positions, especially in decision-making bodies.

5. Combating Isolation of Remote and Rural Communities:

That the Ministry of Multiculturalism and Immigration continue to analyze which projects are beneficial to different regions and to utilize this analysis to create and promote partnerships and public awareness with emphasis on northern and isolated communities where there is a strong need for more Ministry visibility.

Strategies:

- Increase public awareness and education on anti-racism and multiculturalism in these areas through toll-free numbers, websites, media, free postage. Fax back.
- Establish office presence in major communities.

Committee Members

Mohammed Alam
Dave Dickson
Emma Maria Lagerstrom
Leslie Louie
Ken McAteer
Hernan Mendoza, Chair
Rajinder S. Pandher
Walter Siempelkamp

education

EDUCATION COMMITTEE

Role of Education Committee

The Education Committee played a valuable support role in promoting education in the area of multiculturalism and anti-racism in British Columbia curriculum. The Committee has discussed numerous issues and topics surrounding the area of multicultural and anti-racism which we hope will continue to enhance and improve the teaching of these topics in all areas of education.

Recommendations

1. Multicultural Curriculum:
That we encourage the Ministry of Multiculturalism and Immigration and the Ministry of Education to hold regular meetings with representation from the Advisory Council on Multiculturalism to discuss priorities of having multicultural curriculum in British Columbia schools and to using Multiculturalism BC as a vehicle in promoting this curriculum.

2. Teacher Education:
That we encourage the Minister of Multiculturalism and Immigration to encourage the Minister of Education to mandate multicultural and anti-racism courses in the Teacher Education Programs in colleges and universities.

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That the Minister of Multiculturalism encourage the Minister of Education to increase funds and resources so that teachers at all levels of the education system (secondary, post-secondary and especially elementary) can teach multiculturalism and anti-racism in classrooms.

Committee Members

Chiara Anselmo, Chair
Thomas Ferguson
Ambrose Hsiung
Winston Joseph
Jason Lee
Tamara Levental
Farina Reinprecht
Marisa Romilly
Manel Weeratunge

awareness

PUBLIC AWARENESS COMMITTEE

Role of Public Awareness Committee

The Public Awareness Committee has reviewed the processes used by Multiculturalism BC to promote the Council's work. The Committee has recommended ways to improve and enhance the process.

Dual Priority

The priorities of the committee were to seek out and utilize more extensive public input and to focus on the recognition and elimination of racism.

Recommendations

1. Promotion of Events:
That the Ministry of Multiculturalism and Immigration continue to ensure that major events, such as those recognizing Multiculturalism Week and the Day for the Elimination of Racism, be strategically promoted in centers across the province.

2. Community Input:
That we ask members of the Advisory Council on Multiculturalism to obtain input from communities so they can be better prepared to advise the Minister of Multiculturalism and Immigration. This could be facilitated by the Ministry of Multiculturalism and Immigration providing the Advisory Council with individualized business cards.

3. Positive Publicity:
That we ask the Ministry of Multiculturalism and Immigration to publicize positive outcomes that resulted from advice given by the Advisory Council on Multiculturalism.

4. Economic Vitality:
That we encourage the Ministry of Multiculturalism and Immigration to encourage immigration and cultural diversity in order to achieve greater economic vitality.

5. Improvement of Conditions:
That we encourage the Ministry of Multiculturalism and Immigration to periodically publicize in effective local media, a request for public input regarding multiculturalism and racism in order to effect change and to improve general conditions for all citizens.

6. Systemic Racism:
That we encourage the Ministry of Multiculturalism and Immigration to continue and to expand the Ministry's leadership role in education and in awareness with respect to systemic racism within the public and private sector.

Committee Members

Lachhmandass Bali
Barbara Binns
Sandy Dore, Chair
Tatsuo Kage
Jenny Petropoulos
Carolyn Shields
J. Paul Stevenson
Lakhbir Singh Takhar
Alex Wishlow

Recommendations for three-year Business Plan for Advisory Council on Multiculturalism

That there be a three year business plan for the Provincial Advisory Council on Multiculturalism whereby appointments are made for three year terms on an overlapping basis. Optimally, this would have a third of the Council members newly appointed each year. The Council should be no larger than 20 members. Each year, the Council Chair should be appointed by Order in Council and the Chair should be empowered to appoint up to five committee chairs from the list of members approved by the Minister as members of Council. The Council Chair and Committee Chairs should be appointed before the first Council meeting in any year.

That the following be an example of a yearly business plan for the Advisory Council. Meetings should be spread throughout the year in a manner to best suit the business of Council. The intent is for Council to view its business as taking place over a three year period where recommendations will be developed over a three year period and corresponding actions to suit those recommendations will also occur over a three year period. Important to the deliberations of Council members is the input from various communities and agencies throughout the province.

First Meeting:
The Council Chair and Committee Chairs should meet as an Agenda Planning group in order to plan the meetings of the Council and Multiculturalism BC personnel should act as a secretariat to both the Agenda Planning group and the Council.

Second Meeting:
The full Council should meet to hold introductions of members, hear organizational plans by Council members and other useful items from ministry personnel, receive introductory letters to be used when dealing with others in promoting the business of Council, perform a needs analysis of areas of pursuit to promote multiculturalism and anti-racism, volunteer to be members of committees that will do much of the work of Council and receive input as to findings of forums held by the Ministry, past recommendations of the Council, resource materials and any other useful and pertinent material.

Third Meeting:
Each Committee Chair should convene a meeting of his/her committee members to consider input received at the previous meeting and their own deliberations in order to formulate recommendations and actions to promote multiculturalism and anti-racism within the framework set by each committee over a three year period.

Fourth Meeting:
The full Council should meet to hear recommendations and reports from Committee Chairs. Various resource people may also be invited to this meeting. The Council will formulate general plans and concerted actions based upon input received at this meeting.

Fifth Meeting:
The full Council should put together a final report of their activities for the year. This report will describe actions taken, recommendations made and plans for the next year.

End Racism Awards

Annually, in commemoration of the Day for the Elimination of Racism, March 21, Multiculturalism BC presents the End Racism Awards. The awards are presented to individuals or organizations who have contributed to the elimination of racism in British Columbia. Members of the 1999/2000 Advisory Council on Multiculturalism have assisted the division in selecting projects deserving of recognition. In both March 1999 and March 2000, members of the Advisory Council volunteered to act as judges on the selection panel for this year's awards. In 1999, they recommended the ten projects that received awards from nominations received from throughout the province. In 2000, nine projects were nominated to receive recognition. 2000 marked the fourth year the Council members have played an integral role in the delivery of the End Racism Awards program.

Community Outreach

In November 1999, Multiculturalism BC organized three regional community consultation forums. The forums, titled ***Multiculturalism: Directions for the New Millennium***, were held in Oliver on November 4th, Nanaimo on November 9th and Quesnel on November 23rd. The Council Chair attended each of the forums, as did local Council members. At all three forums, the Chair presented as part of a panel discussion on multiculturalism and diversity. The presentation focussed on providing an understanding of multiculturalism, how it has developed provincially, and the role of the Advisory Council on Multiculturalism.

The Chair and Council members also assisted by either facilitating or recording during the workshop sessions that followed the panel presentation. The workshops provided the opportunity for participants to discuss local issues, as well as the direction they would like to see multiculturalism take provincially. This discussion and input assisted Council in their deliberations.

Throughout the year, many individual Council members met with local contacts in their communities. This networking and outreach furthered the work of each committee, as the information gathered was used when formulating recommendations. One member, Lachhmandass Bali, organized a discussion of multicultural issues for participants at the Ladner Pioneer Library. The Chair and other Council members participated in the interaction that took place between participants and invited speakers.

Over the course of the year, Council had the opportunity to meet and to discuss shared issues and concerns with a number of government representatives. Directors from the Community Liaison Division, Communications Branch and Multiculturalism BC met with Council during their April 1999 meeting to discuss the work of the Ministry Responsible for Multiculturalism and Immigration. In September 1999, Council met with the Executive Director of the Equal Opportunity Secretariat, as well as the Deputy Minister of the Ministry of Education.

They also had the opportunity to dialogue with the Minister and to discuss priority issues of multiculturalism and anti-racism. During the January 2000 meeting, the Deputy Chief Commissioner of the BC Human Rights Commission discussed the work of the Commission, and the Deputy Minister of the Ministry Responsible for Multiculturalism and Immigration presented Certificates of Recognition to those Council members completing their tenure.

Reports and Recommendations for 2000/2001 Council

Three members of the Advisory Council submitted items for the consideration of next year's Council. These items could lead to significant recommendations in the report for 2000/2001. Lachhmandass Bali, Farina Reinprecht and Alex Wishlow are to be congratulated for these submissions on the following topics:

1. Community Consultations
2. Student Safety in Schools
3. Leadership Opportunities for Council Members
4. Women's Equality
5. Parental Involvement in Education
6. Employment Equity
7. Hate Activities
8. Business Liaison
9. Welcoming Newcomers to Canada